



SKILLING FOR LIVELIHOOD, EMPOWERING FOR A LIFETIME



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➔ More at Pg 2



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➔ More at Pg 3



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- National Apprenticeship Promotion Scheme (NAPS)
- Recognition of Prior Learning (RPL)
- Corporate Social Responsibility (CSR)
- Placement Support



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RCPSDC Showcased 2.5 lakh Skill trainings in the National Rubber Conference 2022 organized by AIRIA



Ms Deepmala Moorjani, Senior Manager- Industry Engagement at the National Rubber Conference organised by AIRIA

The rubber sector, with a rich value chain ranging from thousands of MSMEs involved in rubber products manufacturing, large tyre majors, thousands involved in tyre repair & services and over one million rubber growers, has been in dire need of the skill training across the segments. Setting up Rubber, Chemical & Petrochemical Skill Development Council RCPSDC (erstwhile RSDC) came as a high point in the upskilling of the Rubber sector in the country, which has led to a large number of people both on shop floors and Rubber fields benefitting from the skill training drives.

“RCPSDC has completed over 2.5 lakh skill trainings in 9 years of its existence. As the organization steps up its skilling drive in the 10th year, rubber industries especially the MSME sector is poised to be the largest beneficiary”, said **Ms Deepmala Moorjani, Senior Manager- Industry Engagement, RCPSDC** while presenting a session on Skilling opportunities in the Rubber sector at National Rubber Conference (NRC) 2022 held in Gurgaon.

A large number of Rubber Industry CEOs and top managers attending the NRC expressed keen interest in understanding various opportunities available to upskill their workforce and the positive spinoffs. Through extensive deliberations with the industry and understanding their needs acutely, RCPSDC has developed 116 National Occupational Standards (NOS) for manufacturing job roles (for Tyre, Non-Tyre & Tyre Service segments) and 32 NOS for Natural Rubber Plantation Segment. Post rationalization manufacturing job roles have been reduced to 69 in number.

Skill Gap Analysis is fundamental to the launch of relevant training programmes. Skill Gap Analysis has been conducted by RCPSDC across 21 states in the Manufacturing and Plantation sectors.

Other landmarks achieved by the sector skill council during its journey include affiliation of 105+ training partners, registration of 1,000+ companies, creation of 20,000+ total opportunities and signing of 11,000+ contracts under the National Apprenticeship Promotion Scheme (NAPS). RCPSDC has executed Training of Trainers for 1,300 trainers and 650 assessors. Development of

Content and Handbooks for 30 Job roles, development of E-Learning Simulated Content and a dedicated job portal for job seekers and employers are certain efforts painstakingly undertaken by RCPSDC for the benefit of all the stakeholders in the Rubber sector.

Intending to cast the net wider and ensure benefits of skill training percolate to the lowest levels, RCPSDC has signed MOUs with 20 State Governments, along with National Backward Class Finance & Development Corporation (NBCFDC), National Scheduled caste Finance & Development Corporation (NSCFDC) and National Safai Karamchari Financial development corporation(NSFFDC).

Acting as a bridge between academia and the industry, RCPSDC has facilitated the launch of Bachelor in Vocational Studies (B. Voc) in Rubber Technology and Dual Certification courses across 15 colleges & universities.

What drew the maximum applause and attention from the gathered audience was the two flagship projects successfully executed by RCPSDC. Samaarth – Empowering Millions lives in Rubber project aims at up-skilling and reskilling the masses in tyre service and natural rubber plantation sector, and people employed at various rubber



A glimpse of the National Rubber Conference

manufacturing units across the country under the aegis of Recognition of Prior Learning (RPL) program launched by the Government of India.

Recently launched project Utthaan-Uplifting lives of Plastic Waste Management Workforce sector is aimed at skilling workers in plastic waste segregation, management, processing and recycling and other job roles to help them perform their jobs more effectively and enhance their productivity.

During the session, Ms Deepmala also urged the assembled corporates to partner with RCPSDC for CSR projects aimed at skill training. She discussed at length a few such projects successfully executed by certain corporates leading to contribute to nation-building besides national recognition.

Encouraging response by industries to RCPSDC Skill Meet

The Skill Meet organized by Rubber, Chemical and Petrochemical Skill Development Council (RCPSDC) elicited keen interest from the participating industries in fulfilling the requirements of skilled individuals across all three verticals.

Skill Meet as a platform has been conceived by RCPSDC to sensitise the industry on the benefits of several schemes including the Government schemes available for skill training of the existing workforce and for accessing skilled individuals. The Skill Meet held at Faridabad had over 30 top managers of industries from Delhi, NCR.

Dr Ashrita Tripathi, Head Training & QA at RCPSDC provided an overview of the role of RCPSDC as a sector skill council in terms of skilling and upskilling. Especially, she apprised the attending delegates on projects involving Recognition of Prior Learning (RPL), National Apprenticeship Promotion Scheme (NAPS) and CSR projects where the industry has benefitted to a large extent.



Ms Deepmala Moorjani who leads the Industry Engagements at RCPSDC, said "So far over 7,000 apprentices have been enrolled in nearly 600 rubber establishments in the country. Gujarat, Maharashtra, Tamil Nadu, Haryana and Karnataka are the five leading states where rubber manufacturing units have hired the maximum number of apprentices. Some of the key job roles for which apprentices have been engaged by the Rubber industry include Rubber Compression Moulding Operator, Rubber Mill Operator, Rubber Internal Mixer Operator and Material Handling & Storage Operator."

Ms Moorjani encouraged the industries to engage with RCPSDC for Industry paid RPL programs and CSR projects. She also described the flagship programs of RCPSDC. Firstly, the RPL project '**Saamarth**' which has been a trailblazer of sorts. Over one lakh people have been reskilled under the Saamarth project in the job role of "Tyre Service and Maintenance" leading to unique outcomes. Another flagship program, '**Utthaan**', which aims at upskilling the workforce in plastic waste segregation, processing and recycling job roles through Mobile Skill Vans. This training program will help the unorganised trainees working as rag pickers to perform their jobs more effectively, enhance their productivity and raise their dignity in the society.



Mr Jan Ebben, Apprenticeship Advisor, NSDC during the RCPSDC Skill Meet

Speaking on the occasion, **Mr Jan Ebben, Apprenticeship Advisor, NSDC** advocated strongly in favour of apprenticeship as an effective employment pathway for employers and employees alike. According to him, Apprenticeship establishes an internal pool of skilled candidates, reduces the cost of external recruitment and results in high productivity and high retention. Moreover, apprenticeship training offers the flexibility advantage since apprenticeships can be structured according to company and industry needs known as optional trades. Since the cost of an

apprenticeship is covered under CSR, it offers a huge cost advantage too, he said.

So far 5 lakh apprentices have been engaged across different sectors. MSDE is targeting one million new contracts under Mission 1 Million.

Dr A K Mathur, Vice Chairman at Indian Rubber Institute and a veteran of the Rubber industry, said that “Shortage of technically skilled manpower is being faced in the industry. Provision of skills at various levels is required to increase the productivity of this workforce. RCPSDC is playing an important role by helping the candidates to get trained and certified in the appropriate skills, leading to employment opportunities in the Rubber or allied industry. Also, the placement portal launched by RCPSDC is a much required tool at this hour which will benefit the entire Rubber & Plastic ecosystem.”



Dr A K Mathur, Vice Chairman at Indian Rubber Institute during the RCPSDC Skill Meet

The Skill Meet at Faridabad was done in association with the Perna Group. During the meet, RCPSDC also exchanged an MoU with Perna Engineering Education Group Pvt Ltd for the training of candidates under RPL Paid programs for various job roles of the Rubber & Plastic sector across the country.

This Skill Meet offered a better understanding to the Rubber & plastic industries on various skilling initiatives of RCPSDC and how industries can be benefitted from the association of RCPSDC.

Contact us for further assistance related to Skilling Programs

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